
FY10/FY11

*Force **Management** Program*





Overview



U.S. AIR FORCE

- Why we're here
- What we have done
- What we have to do now:
 - Enlisted
 - Officer
- OCONUS impact
- Available assistance
- Timeline



Why We're Here



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- **The Air Force is concerned about doing the right thing for our Air Force, our Airmen, and their families**
- **Air Force has more Airmen than Congressionally authorized**
 - **FY10: We project about 336.5K on AD but only authorized 331.7K**
 - **If we don't act, we exceed end strength ceiling by 10K Airmen in FY12**
- **Two challenges:**
 - **Size: Highest retention in 15 years at a time of national economic downturn**
 - **Shape: Changing/emerging missions; if unaddressed, will have mission impact**

What we have to do: Reduce the size of and shape the force to meet current and future mission requirements

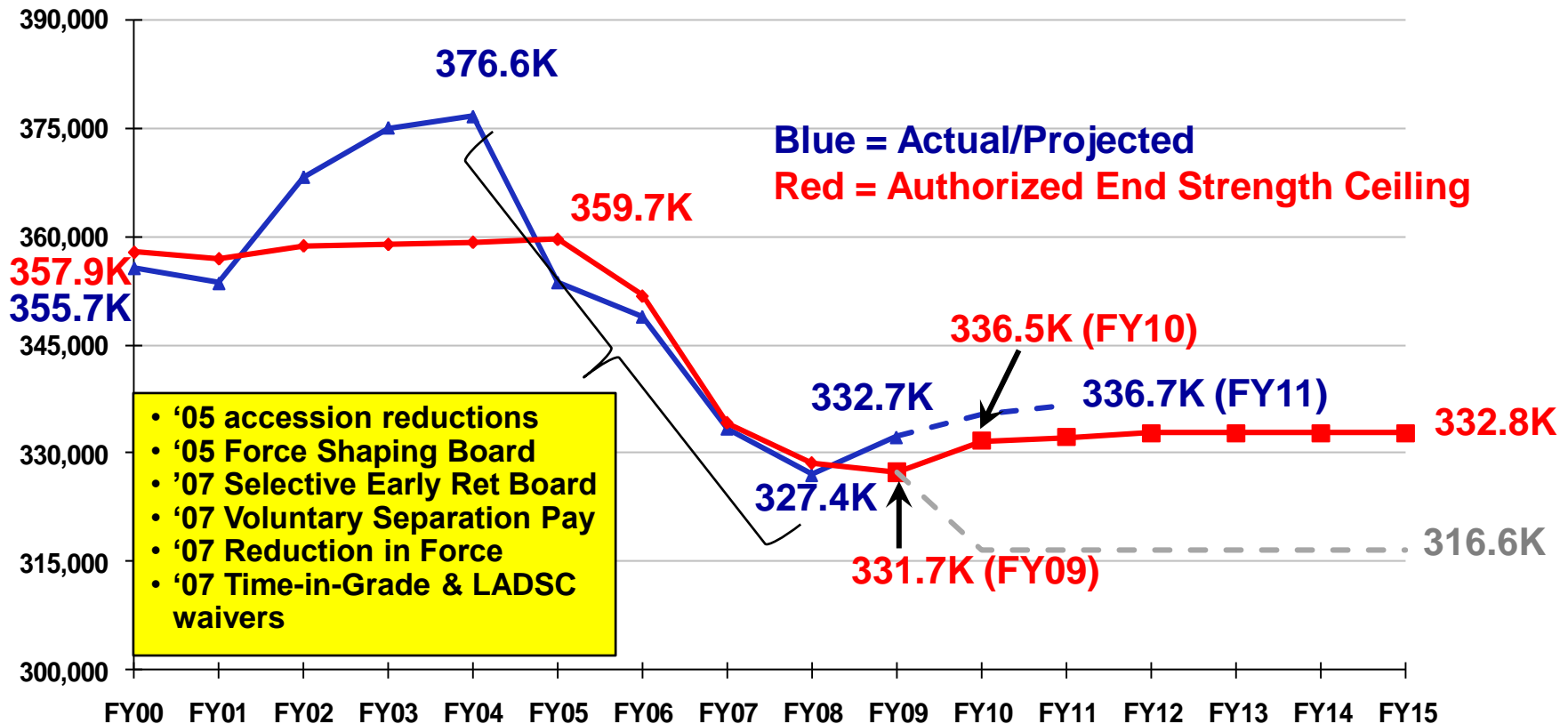


Background:

Where we've been on active duty end strength



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With no Force Management changes, the AF will exceed its authorized FY10 end strength ceiling by 4,800 Airmen ... and 10,000 Airmen in FY12



What we have done Nov 2009 - Present



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Enlisted

- Limited Initial Skills Training (IST) reclassification
- Date of Separation (DOS) Rollback: Accelerated separations of Airmen ineligible to reenlist
- Blue-to-Green
- PALACE CHASE

Officer

- Active Duty Service Commitment (ADSC) and Time in Grade (TIG) waivers
- Blue-to-Green
- PALACE CHASE
- Reduced accessions
- Lt Col / Col TIG waivers



Force Management

What we have to do now



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- **Current force management programs not enough**
- **Will now implement multiple voluntary and involuntary measures across 30 years of service**
 - **Safeguard critical, stressed, and growth Air Force Specialty Codes (AFSCs)**
- **Reductions:**
 - **1.6% enlisted (4,376)**
 - **2.0% officer (1,373)**



FY10-11 Enlisted Force Program Impact



- **Implement limited accessions and continue initial skills training reclassification**
- **Encourage voluntary losses**
 - **Active Duty Service Commitment waivers**
 - **Commitment contract waivers**
 - **PALACE CHASE transfers (1-year commitment for every 1 year of ADSC owed on active duty)**
 - **Waive all but 6 months time-in-grade for Airmen in non-critical / overage AFSCs**



Limited IST Reclassification / Reduced Enlisted Accessions



- **Limited Initial Skills Training (IST) Reclassifications**
 - **Limited retraining opportunities for Airmen who fail IST**
 - **Will continue reclassifications into critical / undermanned AFSCs**
- **Reduced enlisted accessions**
 - **Approximately 2,600 accessions in FY10**



Date of Separation (DOS) Rollback



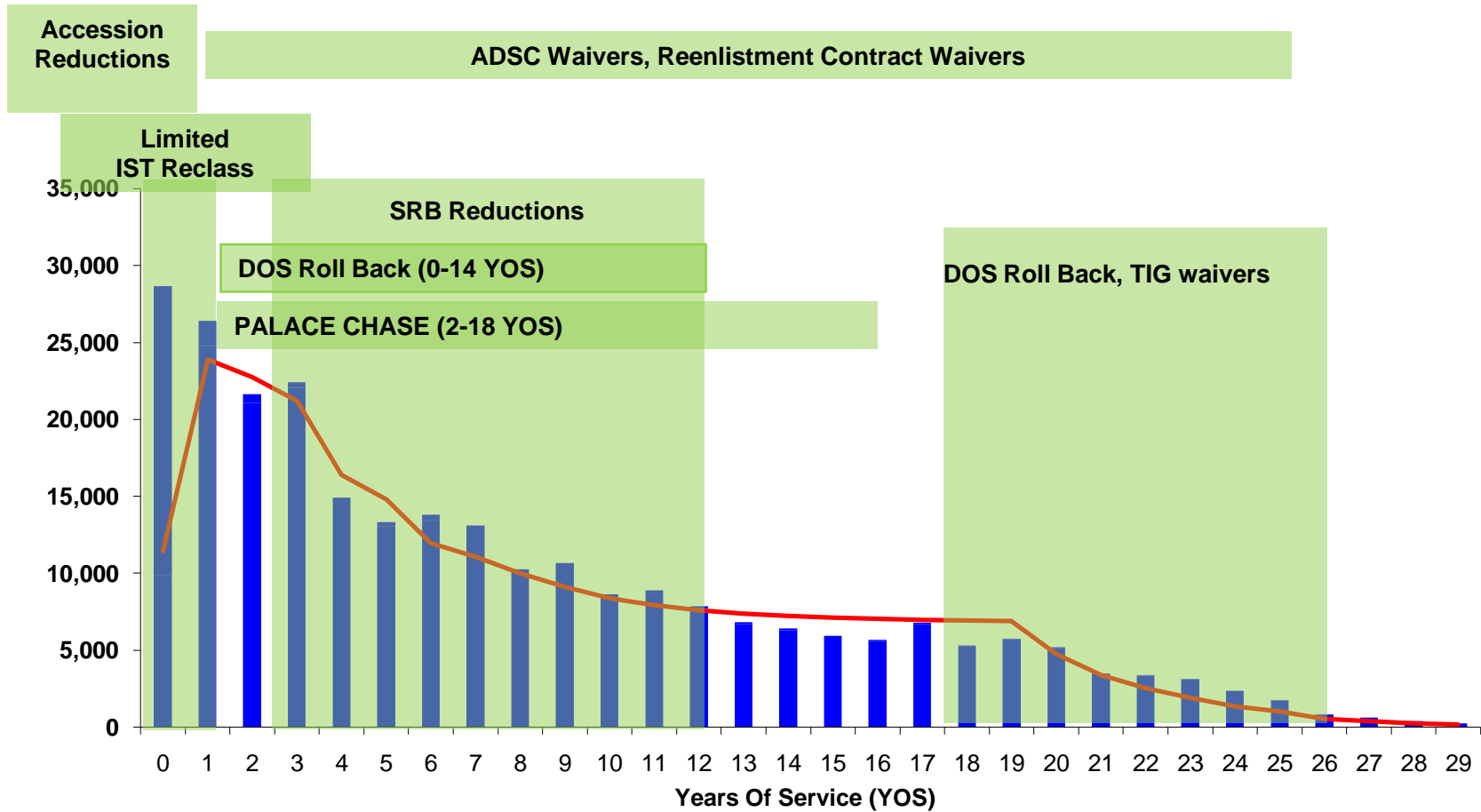
- **Accelerate DOS of Airmen ineligible to reenlist due to:**
 - **PCS Declinations**
 - **Training Declinations**
 - **Denied Reenlistment**
 - **Control Roster**
 - **Suspended Punishment**
- **Eligible less than 14 yrs of service and over 20 yrs service**
 - **Airmen over 6 yrs of active service / less than 20 yrs receive half rate of separation pay**
- **FY10 DOS: NLT 30 Apr, 30 Jun, 31 Aug; two more in FY11**



FY10-11 ENLISTED FORCE PROGRAM IMPACT



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FY10-11 Officer Force Management Impact



- Continue limited accessions & initial skills training reclassification
- Encourage voluntary losses
 - Active Duty Service Commitment waivers
 - PALACE CHASE transfers/Blue-to-Green
 - Waive time-in-grade for Lt Col & Col retirements (2 vs. 3 yrs)
 - Voluntary Separation Pay (VSP) @ 2 x severance pay
- Involuntary
 - Force shaping
 - Reduction in Force (RIF)
 - If insufficient VSP applicants
 - Selective Early Retirement Board (SERB)
 - Lt Cols twice non-selected for promotion
 - Colonels with 4 or more years time in grade



Initial Skills Training (IST) Reclassification



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- **Reclassify or separate officers with less than 6 years of service who fail IST**
 - **IST Panel will review whether an officer should be reclassified or discharged based on:**
 - **Mission requirements**
 - **Academic specialty, education costs, unique qualifications, or Drop on Request (DOR)**



ADSC/TIG Waivers



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- **Active Duty Service Commitment (ADSC) Waivers**
 - **Waive ADSCs in AFSCs with overages**
 - **PCS, Tuition Assistance, 1 year SDE ADSC**
- **Time in Grade (TIG) Retirement Waivers for O-5s & O-6s**
 - **Minimum of 2 years TIG and retire NLT 1 Sep 10**
- **Voluntary Waivers for Commissioning ADSCs**
 - **Waive USAFA / ROTC commitments if served 2+ years**
 - **AF will not seek recoupment for educational costs**
 - **DOS: NLT 1 Sep 10**
- **Not Eligible for either waiver:**
 - **Rated, Non-line, JAG, and stressed AFSCs**
 - **Officers serving / projected to serve on 365-day TDY**



Expanded PALACE CHASE & Blue to Green



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- **Waive ADSC for transfer to Air Reserve Component**
 - **1-year commitment for every 1 year of ADSC owed on active duty**
 - **Must serve minimum 1-year Air Reserve Component commitment**
 - **DOS: NLT 1 Sep 10**

- **Blue to Green**
 - **Officers: Army has requirements for Engineers, Chemists, Finance, Comm, Space / Missiles**
 - **Enlisted: Security Forces, Aircraft Maint (Avionics, E&E), Intel, Comm, CE**
 - **DOS: NLT 1 Sep 10 (dependent on Army processing)**



FORCE SHAPING BOARD (FSB)



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Board date: 27 Sep 2010 - 1 Oct 2010

Retention Rec'n Form (RRF) Accounting Date: 24 May 2010

RRF due to AFPC by 27 Aug 2010

DOS: NLT 1 Mar 2011

Eligible:

		FSB Eligible		
AFS		2007	2006	TOTAL
13S	Space & Missiles	4		4
15W	Weather		4	4
21A	Aircraft Maintenance		1	1
38F	Force Support	6		6
61A	Ops Research Analyst		3	3
61B	Behavioral Scientists		1	1
61C	Chemists	14	2	16
71S	Special Investigations	3	3	6
Total		27	14	41



VOLUNTARY SEPARATION PAY (VSP) / REDUCTION IN FORCE (RIF)



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- VSP: Offered from 1 Apr 10 – 30 Jun 10
 - If insufficient applicants, a RIF board will be held
 - RIF board will select 30% of eligibles
- RIF Board: 20 Sep 10 – 24 Sep 10
 - RRF Accounting Date: 24 May 10
 - RRF due to AFPC Date: 20 Aug 10
 - DOS: NLT 1 Mar 11

Example VSP:
(12 yr Major = ~\$180K)

		VSP-RIF Eligible					
AFS		2004	2003	2002	1999	1998	Total
13S	Space & Missiles	50	26	106	-	-	182
15W	Weather	10	15	19	6	5	55
21A	Aircraft Maintenance	14	25	19	9	10	77
33S	Comm & Info	52	101	91	22	42	308
38F	Force Support	26	68	38	20	-	152
52R	Chaplains	6	9	13	6	10	44
61B	Behavioral Scientists	6	6	5	-	-	17
61C	Chemists	7	7	8	5	3	30
65F	Financial Management	-	16	14	-	3	33
Total		171	273	313	68	73	898



SELECTIVE EARLY RETIREMENT BOARD (SERB)



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- **SERB Eligible:**
 - **Lt Cols twice non-selected to Col as of 19 Jul 10**
 - **Cols with 4 or more years TIG in '81 - '84 Year Grps**
 - **All AFSCs; 30% max of each LAF, JAG, MSC, Chaplains**
 - **2007 SERB participants are not eligible**
- ***Option 1: Apply for retirement***
 - **Applications must be received before 28 Jun 10**
 - **Retirement must be effective between 1 Jan - 1 May 11**
- ***Option 2: Meet SERB***
 - **Board 19 – 23 Jul 10**
 - **Retirements NLT 1 Jan 11**



SERB VULNERABILITY

O-5S AND O-6S BY COMPETITIVE CATEGORIES



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Lt Col Comp Category	Lt Col Eligible	30% Max
Line Air Force	637	191
Line Air Force - JAG	12	3
Chaplain	8	2
Medical Services Corps	13	3
Total Eligible	670	199

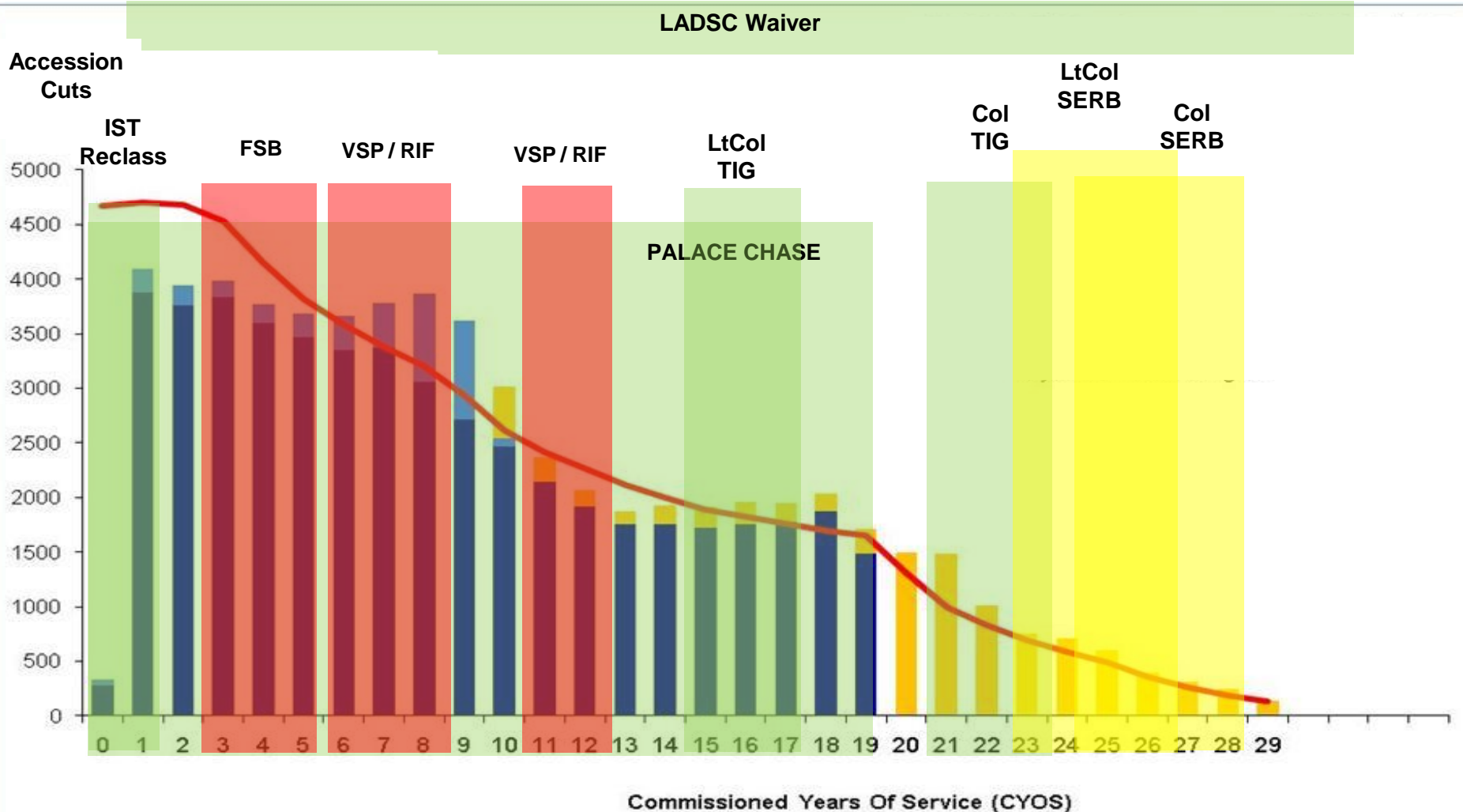
Col Comp Category	Col Eligible	30% Max
Line Air Force	442	132
Line Air Force - JAG	19	5
Chaplain	10	3
Medical Services Corps	15	4
Total Eligible	486	144



FY10-FY11 OFFICER IMPACT



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OCONUS IMPACT



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- **OCONUS FSB / RIF eligible officers**
 - **If DEROS is between Apr 10 – Nov 10:**
 - **AFPC will work with officer to extend DEROS pending RIF board results (~Nov 10)**
 - **If not a volunteer to extend, officer will PCS back to CONUS**
 - **Once RIF board results are released, impacted officers will have DOS established NLT 1 Mar 11 and DEROS will be established as one month prior to DOS**
- **If selected by SERB, officers with DEROS between Nov and Dec**
- **2010 will have a retirement date established NLT 1 Jan 2011**



TRANSITION ASSISTANCE PROGRAM (TAP)



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- **Congressionally mandated *Pre-separation Counseling***
- **TAP categories**
 - **Retiring Airmen**
 - **Voluntary separatees**
 - **Involuntary separatees**



Pre-Separation Counseling



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■ **Pre-separation Counseling includes information on:**

- **Employment assistance (*Dept of Labor seminar*)**
- **Relocation assistance**
- **Education and Training**
- **Health and Life insurance**
- **Financial matters**
- **Reserve affiliation**
- **Veterans Benefits briefing**
- **Disabled Veteran's Benefits**
- **Individual Transition Plan**
- **Post-government service employment restriction counseling**

Counseling Tailored to Each Airman



Retiring Airmen



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- **Permissive TDY**
 - **Up to 20 days CONUS / 30 days OCONUS**
 - **Job search and house hunting**
 - **TAP Employment Workshops**
- **Transition counseling and information services**
 - **Relocation**
 - **Financial matters**
 - **Job search for self and spouse**
 - **Transition support for K-12 students**
 - **Personal and work-life**



Support for Voluntary Separatees



- **Transition counseling services including**
 - **Relocation assistance**
 - **Job search for self and spouse**
 - **Financial matters**
 - **Transition support for K-12 students**
 - **Personal and work-life issues**
- **Unemployment compensation (varies by state)**
- **Permissive TDY for TAP Employment Workshops**



Support for Involuntary Separatees



- **Transition counseling services including**
 - **Relocation assistance**
 - **Job search for self and spouse**
 - **Financial matters**
 - **Transition support for K-12 students**
 - **Personal and work-life issues**
- **Unemployment compensation (varies by state)**



Additional Benefits for Involuntary Separatees



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- **2 years Commissary and Base Exchange privileges**
- **180 days of extended medical care for self and family**
 - **Same as active duty Tricare benefits**
 - **Dental not included**
- **Opportunity to enroll in the Post 9/11 GI Bill**
- **NAF Hiring preference for self and family members**
- **Permissive TDY**
 - **Up to 20 days CONUS / 30 days OCONUS**
 - **Job search and house hunting**
 - **TAP Employment Workshops**



Conclusion



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- Difficult challenges require hard decisions
- Not easy for anyone
 - Wingman support is even more important
- Info resources
 - Chain of CC & FSS/CC
 - Airman and Family Readiness Center
 - AFPC Website <https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/home.php>
 - AFPC Service Center 1-800-525-0102

Stay Informed...ask Questions



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